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United Nations common system

Draft resolution submitted by the Chairman following informal consultations

United Nations common system: report of the International Civil Service Commission

The General Assembly,

Recalling its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004 and 60/248 of 23 December 2005,

Having considered the reports of the International Civil Service Commission for the years 2004,[1] 2005[2] and 2006,[3] the note by the Secretariat submitting the report of the Panel on the Strengthening of the International Civil Service[4] and the note by the Secretary-General on the findings and recommendations of the Panel,[5]

Having also considered the notes by the Secretary-General on the Senior Management Network[6] and the mobility and hardship allowance,[7]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Convinced that the common system constitutes the best instrument through which to secure staff with the highest standards of efficiency, competence and integrity for the international civil service, as stipulated in the Charter of the United Nations,

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[1] *Official Records of the General Assembly, Fifty-ninth Session, Supplement No. 30* (A/59/30), vols. I and II.
[2] Ibid., *Sixtieth Session, Supplement No. 30* (A/60/30).
[3] Ibid., *Sixty-first Session, Supplement No. 30* (A/61/30).
[4] A/59/153.
[5] A/59/399.
[6] A/60/209.
[7] A/60/723.

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Reaffirming the statute of the Commission and the central role of the Commission and the General Assembly in the regulation and coordination of the conditions of service of the United Nations common system,

1. *Takes note* of the reports of the International Civil Service Commission for 2005[2] and 2006;[3]

2. *Invites* the Secretary-General, in his capacity as Chairman of the United Nations Chief Executives Board for Coordination, to urge the heads of the organizations of the United Nations common system to fully support the work of the Commission, including by providing the latter with relevant information in a timely manner for studies that it conducts under its statutory responsibilities for the common system;

I
Conditions of service applicable to both categories of staff

A
Review of the pay and benefits system

Recalling section I.E, paragraph 1, of its resolution 44/198 of 21 December 1989, section VI of its resolution 51/216 of 18 December 1996, section I.C of its resolution 55/223 of 23 December 2000, section II.A, paragraph 7, of its resolution 57/285 of 20 December 2002, section I.C of its resolution 59/268 of 23 December 2004, and section XVIII of its resolution 60/248 of 23 December 2005,

A1
Pilot study of broad-banding/pay-for-performance

1. *Takes note* of the decisions of the Commission contained in paragraph 42 of its 2005 report[2] and paragraph 43 of its 2006 report;[3]

2. *Notes with concern* that a project manager has yet to be selected in accordance with the pilot project's terms of reference as outlined in paragraph 86 (a) of the 2003 report of the Commission[8] and taken note of by the General Assembly in section I.A, paragraph 2, of its resolution 58/251 of 23 December 2003;

3. *Requests* the Commission to ensure the dedicated project leadership required for the successful completion of the pilot study;

A2
Spouse benefits

Takes note of the decision of the Commission contained in paragraph 63 of its 2005 report;[2]

A3
Mobility and hardship allowance

1. *Commends* the Working Group for developing the proposed changes in the mobility and hardship scheme;

[8] *Official Records of the General Assembly, Fifty-eighth Session, Supplement No. 30* (A/58/30).

2. *Approves* the definitions of hardship and mobility as outlined in paragraphs 76 and 77 of the 2005 report of the Commission;[2]

3. *Also approves* the proposed arrangements for mobility, hardship, non-removal and assignment grants as set out in annex II of the 2005 report of the Commission;

4. *Decides* to implement the new system with effect from 1 January 2007;

A4
Education grant: review of the methodology for determining the level of the grant

1. *Takes note* of the decision of the Commission contained in paragraph 110 of its 2005 report;[2]

2. *Approves*, with effect from the school year in progress on 1 January 2007, the recommendation of the Commission in paragraph 63 of its 2006 report[3] modifying the eligibility period for the education grant;

A5
Education grant: review of the level

Approves, with effect from the school year in progress on 1 January 2007, the recommendations of the Commission contained in paragraph 62 and annex II of its 2006 report;[3]

B
Contractual arrangements

Recalling section I.A, paragraph 4, of its resolution 57/285 of 20 December 2002, section I.B of its resolution 59/268 of 23 December 2004, and section IX of its resolution 59/266 of 23 December 2004,

1. *Notes* the decisions of the Commission contained in paragraph 129 of its 2005 report;[2]

2. *Notes with appreciation* the work of the Commission on the framework for contractual arrangements contained in annex IV of its 2005 report;

C
Hazard pay: review of the level

Recalling sections I.D of its resolutions 57/285 of 20 December 2002, 58/251 of 23 December 2003 and 59/268 of 23 December 2004,

Notes the decisions of the Commission contained in paragraph 147 and annex III of its 2005 report[2] for implementation as of 1 January 2007;

D
Entitlements of internationally recruited staff serving in non-family duty stations

Recalling section X, paragraphs 5 and 6, of its resolution 59/266 of 23 December 2004,

Decides to revert to consideration of the entitlements of internationally recruited staff serving in non-family duty stations at its second resumed sixty-first session following receipt of the report of the Commission on this issue;

E
Other

Requests the Commission to consider the effectiveness and impact of measures designed to promote retention and recruitment, especially in difficult duty stations, and to report thereon at its sixty-third session;

II
Conditions of service of staff in the Professional and higher categories

A
Evolution of the margin

Recalling section I.B of its resolution 51/216 of 18 December 1996 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as "the margin"),

1. *Notes* that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period 1 January to 31 December 2006 is 114.3;

2. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and the officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

B
Base/floor salary scale

Recalling its resolutions 44/198 of 21 December 1989, by which it established a floor net salary level for staff in the Professional and higher categories by

reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

Approves, with effect from 1 January 2007, as recommended by the Commission, the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories, as contained in paragraph 94 and annex IV of its 2006 report;[3]

C
Senior Management Network

1. *Takes note* of the note by the Secretary-General on the Senior Management Network;[6]

2. *Endorses* the decision of the Commission contained in paragraph 211 of its 2006 report;[3]

3. *Requests* the Commission to continue to monitor the project regarding the improvement of management capacity and performance among senior staff by the United Nations System Chief Executives Board for Coordination and to advise and make recommendations to the General Assembly as appropriate;

D
Gender balance

1. *Takes note* of the findings of the Commission contained in its 2006 report;[3]

2. *Notes with disappointment* the insufficient progress made with regard to the representation of women in the organizations of the United Nations common system, and in particular their significant underrepresentation at senior levels;

3. *Notes with concern* the findings of the Commission in paragraph 108 of its 2006 report;

4. *Urges* the Commission to continue to make recommendations on practical steps that should be taken to improve the representation of women in the organizations of the United Nations common system;

E
Children's and secondary dependant's allowances: review of the level

Approves the revised amounts of children's and secondary dependant's allowances as outlined in paragraph 126 and annex V of the 2006 report of the Commission;[3]

F
Identification of the highest paid national civil service

Takes note of the decision of the Commission to conclude its current total compensation study and to retain the current comparator;

G
Common scale of staff assessment

Takes note of the decisions of the Commission in paragraph 70 of its 2006 report;[3]

III
Strengthening of the international civil service

Reaffirming that the staff of the United Nations is an invaluable asset of the Organization, and commending its contribution to furthering the purposes and principles of the United Nations,

1. *Emphasizes* that the Commission's capacity as a source of technical expertise and policy advice should be further strengthened;

2. *Stresses* that the Commission's work shall be given the importance and attention it deserves by the governing bodies of the organizations of the common system;

3. *Decides* to institute a limit of two full terms for the positions of Chair and Vice-Chair of the Commission;

4. *Also decides* that the provision of paragraph 3 directly above shall apply to Chairs and Vice-Chairs of the Commission appointed after 1 January 2008;

5. *Encourages* Member States to achieve a greater gender balance in the selection of members for the Commission;

6. *Urges* Member States when proposing candidates for membership of the Commission to take into account the qualifications and experience outlined in article 3 of its statute;

7. *Stresses* the importance of ensuring that candidates have managerial, leadership or executive experience, which should include knowledge of at least one of the following fields:

(a) Human resources management principles and practices;

(b) Organizational design and change management concepts and practices;

(c) Leadership and strategic planning concepts and practices;

(d) International and global issues: political, social and economic;

8. *Encourages* the Commission to continue to consider its working methods in consultation, where appropriate, with representatives of the staff and the organizations of the common system.